

15 March, 1999

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Selected Reserve Incentive Programs (SRIP) Policy Guidance for
1 April 1999 (Policy Number 99-2) for Army National Guard (ARNG) Soldiers

1. This memorandum establishes policy as of 1 April 1999, to be used in administering the Selected Reserve Incentive Program (SRIP) for FY-99, effective 1 April 1999 through 30 September 1999, unless sooner rescinded or modified. SRIP is managed within strict Department of Defense and Department of the Army guidelines and within a limited budget. Commanders at all levels should ensure that the program is managed efficiently and effectively.

2. The enclosed \$3,000 Enlistment Bonus Critical Skill/Unit list is updated to include all eligible Military Occupational Specialties (MOS) with an effective date of 1 April 1999. Low density MOSs (less than 2 required per MOS) have been removed from the list. (See Enclosure 1).

a. The critical skills list will be computed separately for each State based upon the following criteria:

(1) This bonus program is for non-prior service enlistees who are in test category I, II, IIIA, or IIIB (AFQT score of 31) and enlist in a valid vacant position. Assigned strength in each separate MOS, skill level 1, will be compared to the required strength for that MOS. If the criteria of 2 or more is met, and the assigned strength is less than 100 percent, the MOS will become a critical skill MOS. The Critical Skill Bonus is authorized for high priority units meeting the bonus eligibility criteria. High priority units are Enhanced Brigade, Corps Field Artillery, Force Support Package (FSP), FAD II, and less than 30-day deployers.

(2) Applicants enlisting for units and skills in the enclosed Enlistment Bonus Critical skills list will be authorized a \$3,000.00 bonus, payable as follows: 50% upon completion of IADT and 50% on the fourth year anniversary. NGB Form 600-7-1-R-E will be shown as annex E on the DD Form 4 (Enlistment/Reenlistment Document Armed Forces of the United States).

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b. Soldiers must meet the requirements outlined in NGR 600-7, Chapter 2. Glossary Non-Prior Service Enlistees are not eligible for this enlistment bonus.

3. The enclosed \$5,000 High Priority Unit CAT I-III Enlistment Bonus list is updated, to include all eligible MOSs, with an effective date of 1 April 1999. (See Enclosure 2).

a. This bonus program is for non-prior service enlistees who are in test category I, II, or IIIA (AFQT score 50) and enlist in a valid vacant position. These soldiers must enlist in an MOS and unit that have been identified for this bonus. High priority units are Enhanced Brigade, Corps Field Artillery, Force Support Package (FSP), FAD II, and less than 30-day deployers.

b. MOSs for the High Priority Unit \$5,000 CAT I-III Enlistment Bonus were identified by looking at the MOSs available in skill level 1 and 2 within those units nationally. Those MOSs with a fill of less than 90% were placed on a master MOS list.

c. The MOS list will be computed separately for each State based upon the following criteria:

(1) The master list is compared against units and MOSs in each state. If the State has a High Priority unit and an MOS with a required of 2 or more and an assigned strength of less than 90%, the unit and MOS will become a bonus recipient.

(2) The \$5,000.00 bonus is payable as follows: 50% upon completion of IADT and 50% on the fourth year anniversary. NGB Form 600-7-1-R-E will be shown as annex E on the DD Form 4 (Enlistment/Reenlistment Document Armed Forces of the United States).

d. Soldiers must meet the requirements outlined in NGR 600-7, Chapter 2. Glossary Non-Prior Service Enlistees are not eligible for this enlistment bonus.

4. The enclosed \$3,000 Non-High Priority Unit CAT I-III Enlistment Bonus is updated, to include all eligible MOSs, with an effective date of 1 April 1999. (See Enclosure 3).

a. This bonus program is for non-prior service enlistees who are in test category I, II, or IIIA (AFQT score 50) and enlist in a valid vacant position. These soldiers must enlist in an MOS and unit that have been identified for this bonus. The units eligible for this bonus are all units that are not considered high priority with the exception of HQ STARC, BAND, PAD, and TDA units.

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b. MOSs for the non-high priority units were identified by looking at the MOSs available in skill level 1 and 2 within those units nationally. Those MOSs with a fill of less than 90% were placed on a master MOS list.

c. The MOS list will be computed separately for each State based upon the following criteria:

(1) The master list is compared against units and MOSs in each state. If the State has a Non-High Priority unit and an MOS that has a required of 2 or more and an assigned strength of less than 90%, the unit and MOS will become a bonus recipient.

(2) The \$3,000.00 non-high priority CAT I-III A bonus is payable as follows: 50% upon completion of IADT and 50% on the fourth year anniversary. NGB Form 600-7-1-R-E will be shown as annex E on the DD Form 4 (Enlistment/Reenlistment Document Armed Forces of the United States).

d. Soldiers must meet the requirements outlined in NGR 600-7, Chapter 2. Glossary Non-Prior Service Enlistees are not eligible for this enlistment bonus.

5. Soldiers accepting a reassignment and/or promotion under the current enlisted promotion system (EPS), (Ref: Chapter 11, NGR 600-200), will not affect their SRIP entitlement. Soldiers accepting a reassignment and/or promotion under the enlisted promotion system in a TDA unit, HQ STARC, Troop Command, Training Sites, TASS elements, bands, or public affairs unit will retain their SRIP eligibility provided that they remain in a valid vacant position and MOS for which bonus was received. Extension for a bonus in one of the above mentioned units is not authorized.

6. The additional list (Enclosure 1) reflects the Civilian Acquired Skills Program (CASP) MOSs. CASP MOSs are authorized a \$5,000.00 enlistment bonus in any ARNG unit with the exception of HQ, STARC, Troop Command, Training Sites, TASS elements, bands, and public affairs units. For criteria pertaining to CASP MOSs, see NGR 600-200, Chapter 3. For enlistment, the applicant must meet the criteria outlined in NGR 600-7, Chapter 6. NGB Form 600-7-2-R-E should be listed as Annex C on the DD Form 4 for an enlistment.

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7. An Affiliation Bonus is authorized for prior service soldiers who, upon release from active duty, possess the required grade (or no more than one grade below the required grade) and MOS of the unit position vacancy. The MOS must appear on the DD Form 214 as the PMOS, SMOS, or AMOS. The soldier must be qualified in that MOS or within the allowable substitution rules (AR 611-201) and must have a remaining statutory Military Service Obligation (MSO) in accordance with Title 10, USC 650. NGB Form 600-7-4-R-E should be listed as Annex A on the DD Form 4 for an enlistment with an Affiliation Bonus. The In-Service Recruiters will use DA Form 5261-3-R for accession into the ARNG.

8. The Student Loan Repayment Program (SLRP) will be offered as an enlistment option for Non-Prior service enlistees who enlist in those units and MOSs identified for the \$5,000 High Priority CAT I-IIIa bonus. Those enlistees must meet the following conditions:

- a. Must be in test category I, II, or IIIA.
- b. The soldier must have existing loans at the time of enlistment. Loans established after the date of enlistment will not be eligible. Entitlement is for the initial contract period only.
- c. The soldier must enlist for a 6X2 or 8X0 service obligation.
- d. The amount of SLRP will not exceed \$10,000 plus interest.

9. The Prior Service Enlistment bonus will not be available in the ARNG due to limited funds. If United States Army Reserve (USAR) soldiers with the Prior Service Enlistment bonus transfer to the ARNG, the soldiers must be informed that their bonus will be terminated upon release from the USAR with no recoupment.

10. USAR soldiers voluntarily coming to the Army National Guard with a USAR Bonus must meet the following criteria in order to retain that eligibility:

- a. Must remain in the same MOS and that MOS must be bonus eligible in the ARNG.
- b. Must be placed in a valid vacant position in a bonus unit (they may not be placed in an excess position and retain bonus eligibility).

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c. Must meet all other enlistment and bonus criteria.

11. USAR soldiers voluntarily coming to the Army National Guard with the Student Loan Repayment Program (SLRP) must meet the following criteria in order to retain that eligibility. SLRP is limited to \$10,000.00 plus interest.

a. Must remain in the same MOS and that MOS must be SLRP eligible in the ARNG.

b. Must be placed in a valid vacant position in a SLRP eligible unit (they may not be placed in an excess position and retain SLRP eligibility).

c. Must meet all other enlistment and SLRP criteria.

12. Soldiers from the USAR whose units are being inactivated may retain their bonus or SLRP as long as the position to which they are assigned is in an MTOE unit (this does not include the Prior Service Enlistment Bonus). SLRP is limited to \$10,000.00 plus interest.

13. The Reenlistment/Extension Bonus criteria published in Policy Memorandum 98-7, dated 8 June 1998, remains in effect. The Reenlistment/Extension Bonus list, published 1 October 1998, is valid through 30 September 1999.

14. Soldiers eligible for incentives will retain eligibility while attending Officer Candidate School up to the date of commissioning.

15. Point of contact is SFC Peters, DSN 327-9522 or Commercial 703-607-9522.

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